

Anti-racism media Q&A

Why do you have an anti-racism statement?

We want to foster belonging and inclusion to create an environment where everyone can thrive. This includes addressing persisting inequalities, and after reviewing our data, the most significant differences that continue to exist are in relation to ethnicity.

Our Anti-Racism Statement helps us define expectations about how we work, explore why disparities exist and proactively address them.

For example, our data showed a disparity in recruitment outcomes, where white candidates were more likely to be appointed from interview than ethnic minoritised candidates. We took steps to de-bias recruitment, including unconscious bias training for hiring managers, anonymous CV software and an Interview Builder to prompt suitable questions and how to score answers. As a result of the anti-racism statement and the steps we've taken in recruitment, outcomes have improved for ethnic minoritised candidates.

We launched the statement internally first and focused on colleague experiences. We've made good progress and while there is still more to do internally, we are now exploring how we use our external influence to tackle racism. This includes:

- What we fund and the degree of inclusivity in the design of our research
- The representativeness of the cardiovascular research community
- Our advocacy work on health inequalities
- Gathering better intelligence on the reasons behind the disparities in cardiovascular health outcomes for some ethnic minoritised communities

What is the BHF committing to with this statement?

The statement sets out our commitment to being an anti-racist charity. It addresses systemic inequalities, disadvantage and discrimination.

We launched the statement internally in October 2024 and focused on colleague experiences. There have been two key strands of work.

1. Recruitment, training and colleague journeys

This includes:

- Continuing to de-bias recruitment decision making, particularly around short-listing and interviewing.

- Building awareness of racial disparities within appropriate training offerings.
- Monitoring colleague journeys to identify disparities and develop good practice that improves outcomes for all.

2. **Accountability and challenge**

This includes:

- All colleagues challenging racist attitudes and behaviour observed, arising during our business.
- Senior leaders are accountable for tackling racist attitudes or behaviour either observed or brought to their attention.
- Senior leaders drive positive change and champion anti-racism by role modelling, active listening, addressing discrimination promptly and challenging negative attitudes and practices.

As mentioned in the previous question, we continue to make progress with our colleague experiences, and now we we're exploring how we use our external influence to tackle racism.

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- Gathering better intelligence on the reasons behind the disparities in cardiovascular health outcomes for some ethnic minoritised communities.